

TRIP REPORT

WHAT: Emerging Leaders/Senior Leaders Conference

WHERE: Chicago, IL

WHEN: 3 - 10 August 2001

WHO: Attended by 36 Emerging Leaders and USACE Senior Leaders

MY TAKE AWAYS ON THE CONFERENCE: This year's selected Emerging Leaders met with Dr. Nap DuFault, facilitator, from 3-6 August. During this training session results and feedback were received on various learning, personality and leadership tools.

I found these types of feedback to be of tremendous value to me both personally and professionally. Through the use of these valuable tools, I'll be able to interact with people more effectively and successfully. Understanding my strengths and weakness and being able to recognize those that I work with will be a tremendous asset to me. Also, interacting and coordinating with 36 other energized and highly competent teammates to complete a class project was quite an experience. It was quickly discovered that there was not one set way that all 36 team members would agree on to accomplish the class project. Once that major hurdle was recognized, the large team began to form subcommittees to accomplish the overall goal of presenting 3 - 30 second commercials on People, Process and Communication. It was also determined that a formal handout would be provided to the Chief and Division Commanders detailing each team member's "Just Do It Plan," and a second list comprised of what resources the Emerging Leaders need from the Senior Leaders to accomplish their plans. As the subcommittees dispersed, a large amount of trust was placed on each team member that they would do their part and not let the entire group down. The presentations and commercials were presented to the Senior Leaders at the close of the conference on Friday and were received very positively.

Also during the week, the Emerging Leaders were invited to attend selected presentations with the Senior Leaders. One of the most inspirational was the presentation given by General Keane, Vice Chief of Staff of the Army. His thoughts on the Army's Transformation were both insightful and inspiring.

It is my intent to take this week of valuable experience and feedback and return it many times over to USACE by continuing to grow, develop and share with co-workers and others that I interact with. The accomplishment of my own personal "Just Do It Plan" will be an avenue to assist me in this goal.

RECOMMENDATIONS: That peer feedback from the Emerging Leaders be given after the completion of the class project not before as is the current practice. That the SES Program Managers talk briefly with Emerging Leaders in their respective programs (i.e. CP-18, CP-11). Also, that there be more interaction between the two groups during the conference.

